

Thoughts on overall strategy

We went through the assessment and drew a circle around clusters. In this situation we decided that 4 and 5 was an indication of satisfaction and all below 4 was saying "we can do better."

That gave us this -

Our unambiguous strengths are Sunday liturgy, preaching (pace, style, etc.), and liturgical space - Welcome & First Contact 6, 8, and 9.

Everything else is saying - "we can do better"

When we apply a bit of ascetical theology and organization development theory to it we came up with these thoughts

1. Strengthen Sunday liturgy, preaching (pace, style, etc.), and liturgical space.

Based on the centrality of the Sunday experience and the notion of building upon and expanding strength.

In practical terms that means:

- 1) When we are communicating with the outside world -- use those strengths. Images on webpage, the signage and banners around the buildings, any mass mailings, etc. and
- 2) Tidy it all up, move it from strong to sweep-you-off-your-feet strong.

Some will be tempted to look at the ratings and want to dwell in the glow around liturgy and fix everything else. But our experience and the research on change suggests, i.e., "Do more of your best. Make it even better." Especially when it is at the center of a parish's life. That gives you space to attend to the weaknesses in a calm and paced manner. To do that over time knowing that strengthening your best will attract people. We don't want to get caught up in trying to fix all that seems weak. It's depressing and it often isn't fixable in any case.

Working on 1 and 2 above will take some energy and a little bit of money. Most of it is improvement process 101 and can be done quickly.

2. Then what the assessment suggests to us is a need to attend to two other areas having to do with the Sunday experience.

- a) Our liturgical space is wonderful, and the mass is great and can be even better. But the parish hall needs work, and the coffee hour needs an upgrade in some areas. Improve the space arrangement to make it more inviting to visitors.

When all that's done then pay attention to "Welcoming and First Contact" items 5, 10, 11, 13,14, 15.

b) Grow the core engaged in the fullness of the Church's spiritual practices – The program Sister Michelle and Father Bob will be conducting may help a few members get into the routine of those practices.

It's important to note that the long term strength of the parish (St. Clement's 2040) is much more than this incorporation process. The rector and wardens will have a lot on their plate to prioritize and implement.